
From: Dowling, John R <John.Dowling@beaufort.k12.sc.us>
ent: Thursday, May 2, 2019 11:00 AM
To: info@windrunnerstables.com
Subject: Re: No more golden parachutes

Thank you, Tony... we shall see it goes.....we have two "comers" among the newbies.....they would be Trisha Frydrich and Will Smith.

JOHN DOWLING
DISTRICT 6 REPRESENTATIVE
BEAUFORT COUNTY BOE

Sent from my iPad

On May 2, 2019, at 10:52 AM, "info@windrunnerstables.com
<mailto:info@windrunnerstables.com>" <info@windrunnerstables.com
<mailto:info@windrunnerstables.com>" > wrote:

"It is my intent to apply for either an extension of the time frame or to make the Ad Hoc Committee a Standing Committee. Along with a revision of the Policies that do exist, there must be an undertaking of Policy Creation for areas that are currently not covered by BOE Policy."....John Dowling, email of 5/2/19 @ 10:13AM

Please read below:

It will be an interesting phenomenon to listen to and observe who will (from those board members that experienced governance "under the COW") support the concept of reestablishing the Policy Committe as a standing committee.

Knowledge of "organizational history" provides for an exciting and crystalizing journey which will exposes everyone's core va lues and their non-negotiable ethical standards. This journey will define the distination....looking forward to it. All aboard!

Your feedback is always welcomed.
Tony Cambria

Sent from my Verizon LG Smartphone

----- Original message-----

From: Dowling, John R

Date: Thu, May 2, 2019 10:13 AM

To: Orischak, Josephine A;

Cc: Joan Deery;Mike Gleason;jerry at the beach;Fidrych, Patricia;Campbell, Earl;Gwozdz, Christina S;Wisnefski, Rachel K;Campbell, Melvin P;Smith, William C;Mike Gleason;Striebinger, David R;Robine, Cathy G;Geier, Richard P;Richard Bisi;Fran Bisi;Windrunnerstables Info;Rick Caporale;Berg, Herbert M;Liz Farrell;

Subject:Re: No more golden parachutes

It is my intent to apply for either an extension of the time frame or to make the Ad Hoc Committee a Standing Committee. Along with a revision of the Policies that do exist, there must be an undertaking of Policy Creation for areas that are currently not covered by BOE Policy.

In addition, each and every Administrative Regulation must be cross-matched to identify which Board Policy those ARs are derived from. We cannot have an AR that is not supported by a Board Policy. There are hundreds of ARs, and to perform that "crosswalk" at Board Level would be inefficient and would, for all intents and purposes, reinvent the Committee of the Whole (COW), which was abandoned by the BOE on the grounds that it was ineffective and inefficient.

The work of the Standing Committees would be, in my view, seriously diluted and distracted from their original intent if they are expected to formulate each policy that they decide they need -either new or revised. As skillful and dedicated our In-House Council is, that person should not be codifying Policy for anyone, as that position is a member of the Administration, not the Governing Body. There is an inherent, potential conflict in such an arrangement, as we can learn from our own history. Attorney Cartledge has done an outstanding job of providing the Policy Committee with sound legal advice, she should not be asked to provide managerial advice along with it.

It is grossly inefficient and unwise to have word smithing performed by eleven people. One need only reference our current policies to see that very clearly. I support having the Finance Committee concentrate on their Finance Oversight, the Academics Committee focus on their Academic Oversight, and the Operations Committee focus on Operations..... not spending time reinventing the wheel drafting policy.

The Policy Committee in no way tries to dictate Policy to the Committees or to the full Board, rather it receives input from Committees as to the nature of a proposed Policy, puts its

head together and works with the requesting Committee to draft a recommendation to the full Board.

That is true collaboration, and shows that we do not want to work in individual silos. We either have Committees or we don't have Committees. Committees are our very best way to allow the full Board to accomplish much more work with an emphasis on the quality of that work product.

Hope that helps,
John R. Dowling, Jr
District 6 Representative
Beaufort County BOE
843-290-8068 <tel:843-290-8068>

From: Orischak, Josephine A > <mailto:<josephine.orischak@beaufort.k12.sc.us>

Sent: Thursday, May 2, 2019 9:44 AM

To: Dowling, John R

Cc: Joan Deery; Mike Gleason; jerry at the beach; Fidrych, Patricia; Campbell, Earl; Gwozdz, Christina S; Wisnefski, Rachel K; Campbell, Melvin P; Smith, William C; Mike Gleason; Striebinger, David R; Robine, Cathy G; Geier, Richard P; Richard Bisi; Fran Bisi; Windrunnerstables Info; Rick Caporale; Berg, Herbert M; Liz Farrell

Subject: Re: No more golden parachutes

John,

The Ad Hoc Policy Committee was granted an extension by the Board chair to operate only until the end of May. When I asked the chair how new/additional changes to Board policy would be handled after that point, I was told that the Board would vote on such matters that would be referred directly to in-house counsel for review and codification.

Is this your understanding, as well? Are you and the other Ad Hoc Policy Committee members confident this process would work well?

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island

C. (843) 338-1737 <tel:(843) 338-1737>

Sent from my iPad

On May 2, 2019, at 9:37 AM, Dowling, John R <John.Dowling@beaufort.k12.sc.us
<mailto:John.Dowling@beaufort.k12.sc.us> > wrote:

ALL: As Chairman of the Ad Hoc Policy Committee I can assure you that the Policies in question will be thoroughly examined, vetted and presented to the Board for reaffirmation, if warranted.

The foundation for Strategic Governance is as much a concept as it is the policies that codify it, and the Board will need to have discussions as to what kind of approach we use to provide Oversight and Governance. We are not chained to Strategic Governance by Statute, it is by the will of the Board.

This is a conversation that I hope will take place prior to the new Superintendent assuming his position.

Regards,

JOHN DOWLING
DISTRICT 6 REPRESENTATIVE
BEAUFORT COUNTY BOE

Sent from my iPad

On May 2, 2019, at 8:29 AM, Joan Deery <jdpc@hargray.com
<mailto:jdpc@hargray.com> > wrote:

** WARNING: This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe. **

Mike,

The Strategic Governance Policies that are in place today are substantially different from those my Board approved in 2007. We must not "throw the baby out with the bath water".

Joan

From: Mike Gleason [mailto:gleasonmj@gmail.com]

Sent: Wednesday, May 01, 2019 11:09 PM

To: jerry at the beach

Cc: JoAnn Orischak; Joan Deery; Tricia Fidrych; Earl Campbell; Christina Gwozdz; Rachel Wisnefski; Melvin Campbell; William Smith; Mike Gleason; David Strebinger; Cathy Robine; John Dowling; Richard Geier; Richard Bisi; Fran Bisi; Windrunnerstables Info; Rick Caporale; Herbert M. Berg; Liz Farrell

Subject: Re: No more golden parachutes

Ms, Derry: First, I thank you very much for your service as my representative. I thought I was finished with this thread until the term "Strategic Governance Policies" popped up. That was the biggest mistake ever and a ton of damages has resulted from that disgrace.

For those that aren't familiar with that term here is the result of a policy that creates a lazy submissive Board that probes nothing that is served from our wonderful well paid "servants" in the Mink Point Blvd Headquarters Puzzle Palace, Here are the results of that policy:

1. Two words: Jeff Moss. He had the free range ability to hire his wife @ \$90K per year. If the media didn't detect it few would have known it. That's when the public fire started.

2. FBI subpoenas investigating Moss and the District staff. That was followed by an Board Officer cover up that was exposed by the media and the growth of social media, some of it responsible and some of it creating division.

3. An insolvent District borrowing money to meet payroll and clean schools. That's our current path. God forbid we have a major disaster or an active shooter as unprepared as we are.

It's a fact "Strategic Governance Policy" is still in effect as we hire yet another Superintendent. It's possible we can make all the same lack of oversight mistakes again. We can't afford that now nor can the children we endeavor to help. At least a couple of Board Members want to get rid of this wretched policy disaster. Meanwhile, we wait and watch.

Thanks for listening.

Sincerely,

Mike Gleason

On Wed, May 1, 2019 at 2:41 PM jerry at the beach
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

All,

I received the followin

From: Dowling, John R <John.Dowling@beaufort.k12.sc.us>
Sent: Thursday, May 2, 2019 3:32 PM
To: Joan Deery
Subject: Re: No more golden parachutes

Thanks Joan, will do

JOHN DOWLING
DISTRICT 6 REPRESENTATIVE
BEAUFORT COUNTY BOE

Sent from my iPad

On May 2, 2019, at 2:34 PM, Joan Deery <jdpc@hargray.com <mailto:jdpc@hargray.com> > wrote:

John,

If you think that looking at the 2007 Strategic Governance Policies would be of value, I am sure that Robyn has a copy.

Joan

From: Dowling, John R [mailto:John.Dowling@beaufort.k12.sc.us]
Sent: Thursday, May 02, 2019 10:12 AM
To: Orischak, Josephine A
Cc: Joan Deery; Mike Gleason; jerry at the beach; Fidrych, Patricia; Campbell, Earl; Gwozdz, Christina S; Wisnefski, Rachel K; Campbell, Melvin P; Smith, William C; Mike Gleason; Utriebinger, David R; Robine, Cathy G; Geier, Richard P; Richard Bisi; Fran Bisi; Windrunnerstables Info; Rick Caporale; Berg, Herbert M; Liz Farrell

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District 6 Representative

Beaufort County BOE

843-290-8068

From: Orischak, Josephine A <josephine.orischak@beaufort.k12.sc.us
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Sent: Thursday, May 2, 2019 9:44 AM

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DISTRICT 6 REPRESENTATIVE

BEAUFORT COUNTY BOE

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<mailto:jdpc@hargray.com> > wrote:

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Mike,

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Joan

From: Mike Gleason [mailto:gleasonmj@gmail.com]

Sent: Wednesday, May 01, 2019 11:09 PM

To: jerry at the beach

Cc: JoAnn Orischak; Joan Deery; Tricia Fidrych; Earl Campbell; Christina Gwozdz; Rachel Wisnefski; Melvin Campbell; William Smith; Mike Gleason; David Strebinger; Cathy Robine; John Dowling; Richard Geier; Richard Bisi; Fran Bisi; Windrunnerstables Info; Rick Caporale; Herbert M. Berg; Liz Farrell

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Thanks for listening.

Sincerely,

Mike Gleason

On Wed, May 1, 2019 at 2:41 PM jerry at the beach
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

All,

I received the following from Joan Deery and asked permission to share with the group.

This is what she sent that I wanted shared with the group.

Jerry,

I think the hiring of a Superintendent with no prior experience as Superintendent is a BIG mistake. Valerie introduced so many improvements: Diagnostic MAP testing, Strategic Governance Policies, eliminated site-based management (which Moss returned), extended learning, PBIS for student discipline and many more.

Yes, the Board did pay for gas allowance but I don't remember how much.

Dr. Truesdale left after I left the Board so I do not know why. It was not a clear departure so I have often wondered why. I never did believe it was to be closer to her grandchild in Charlotte, NC.

BTW, we did give Valerie rigorous academic measurements. However when she did not make them, my Board watered them down. I was very disappointed. We have not made any substantial progress in 10+ years. – other than graduation rates.

Joan also asked that I share "I hope they notice that my Board watered down our academic metrics and the consequences of that."

~Jerry

On Wednesday, May 1, 2019, 1:01:28 PM EDT, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Beaufort County schools superintendent wins Lifetime Achievement Award
<<https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.blufftontoday.com%2farticle%2f20120621%2fNEWS%2f306219837&c=E,1,7v-LssetFAxqAxd9hLfp70nTThLEpE9Cw-09NzVcvsUqS1rgh5k-iLVRd6wFSqfMNVoQdH8eaVZyZszyx92Zs-Lw1N47RXDA70dSy84U1DqqMbAwY0ITj4,&typo=1>>

Beaufort County schools superintendent wins Lifetime Achievement Award

COLUMBIA-- Beaufort County School District Superintendent Valerie Truesdale was among three school leaders in th...

Hi Joan,

A quick snapshot of your superintendent:

Truesdale has served as high school and college faculty, as an assistant principal, a high school principal, a senior executive at the South Carolina Department of Education, a district chief instructional officer and as superintendent in Oconee County. Since 2007, Truesdale has served as superintendent in Beaufort County and since then, has reversed the district's stagnant academic fortunes with a strong focus on teacher development, enhanced classroom technology, extended learning opportunities for struggling learners and improved student discipline. Also an active member of SCASA, she was the 2009 SC Superintendent of the Year.

I do not believe the current candidate has the same impressive background, and should be paid accordingly. A question. Did your board also offer an \$850.00 per month gas allowance? Also, I seem to remember Ms. Truesdale as quite controversial and left at the end of her contract...Am I correct?

I remain well represented in Dist. 11.

~Jerry

On Wednesday, May 1, 2019, 12:27:19 PM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Thanks for that info Joan. Regressive thinking accomplishes nothing positive here. Time to move forward!!!

Regards,

Lyn

Sent from my iPhone

On May 1, 2019, at 12:12 PM, Joan Deery <jdpc@hargray.com <mailto:jdpc@hargray.com> > wrote:

All,

A short history. My Board hired its Superintendent in 2007 for \$207,000 per year with a 3 year contract. With a \$25,000 bonus, if the Performance Goals were met, the Superintendent could earn \$232,000 per year.

Joan

From: Marilyn Bullard [mailto:bullardpiwko@aol.com]

Sent: Wednesday, May 01, 2019 7:41 AM

To: jerry at the beach

Cc: JoAnn Orischak; Tricia Fidrych; Earl Campbell; Christina Gwozd; Rachel Wisnefski; Melvin Campbell; William Smith; Mike Gleason; David Strebing; Cathy Robine; John Dowling; Richard Geier; Richard Bisi; Fran Bisi; Windrunnerstables Info; Joan Deery; Rick Caporale; Mike Gleason; Herbert M. Berg; Liz Farrell

Subject: Re: No more golden parachutes

Ha, ha - two of a kind. I repeat you are not a 12th school board member and don't have a vote.

Go away - pest!!

Best To You

Lyn

Sent from my iPhone

On May 1, 2019, at 7:15 AM, jerry at the beach
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Mike Gleason was right!

~Jerry

On Wednesday, May 1, 2019, 4:29:02 AM EDT, Marilyn Bullard
<bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Hi Jerry; taking an average salary of very small school districts to justify a salary for a super large district is a failure in math for you.

Do you even know what a State Supt's job description is, or all the back door benefits that come to the politicians you describe?

As far as keeping the money you didn't work for in your pocket, give me your address and I'll send you a dollar every year to reimburse your tax payment for this new Supt. salary. because you are not a 12th school board member and don't get a vote-

Overseeing 54 schools is hardly inexperienced. Your anti school rhetoric is like - oh here we go again- what's Jerry's newest gripe - Ha ha -

I just don't get it. Projecting constant negativity is boring. - yawn, yawn- but then some people are happy being unhappy -

Regards,

Lyn

Sent from my iPhone

On May 1, 2019, at 2:21 AM, jerry at the beach
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Hi Lyn,

I already provided a link in this thread with what each school district in SC pays. To review, the average School Superintendent salary in South Carolina is \$148,273 as of April 27, 2019, but the range typically falls between \$121,121 and \$178,911.

Once again I ask; why are we willing to pay an untested school superintendent more than twice as much as the South Carolina Superintendent of Education, the Governor, Secretary of State or the Attorney General?

As to how I made my money...I married up. My biggest concern now is trying to keep it out of the hands of those who wish to redistribute other peoples money.

~Jerry

On Tuesday, April 30, 2019, 5:33:36 PM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

How about researching what other school districts in SC pay. As far as the governor goes, free mansion, servants, etc. Like I said before - demand that all those employees making \$100,000 plus in BCSD take a pay cut because you have your opinion on what salaries should be.

Living in Long Cove you definitely didn't make your money working in education.

Regards,

Lyn

Sent from my iPhone

On Apr 30, 2019, at 5:09 PM, jerry at the beach
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Hi Lynn; Have you noticed the debt never gets retired?

I pay practically twice the amount for my HHP/ POA dues than
I do for the school debt retirement on my property tax bill.

Additionally; why would we be willing to pay an untested
school superintendent more than twice as much as the South Carolina Superintendent of
Education, the Governor, Secretary of State or the Attorney General?

For the record...I don't think you are an elitist, but I bet you
will be voting for Bernie in 2020.

~Jerry

On Tuesday, April 30, 2019, 2:48:49 PM EDT, Marilyn Bullard
<bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Well Jerry - I viewed the town Supt examples listed in Michigan- Base Compensations Stated - because I am familiar with the State. They are all very small population areas with most probably 4 schools with 8 schools max. Hardly an accurate measure of salary comparisons for this 30 school district. I don't think there are many districts the size of BC in SC.

But thanks for that info. Hopefully it will be helpful to the school board.

Incidentally, I pay practically twice the amount for my HHP/ POA dues than

I do for the school debt retirement on my property tax bill. The 1% sales tax and other contributions I pay maybe would equal that POA amount,

Like I stated before - the undervalued support for education for these students in this area is very surprising to me. But then according to Mike I am an up north elitist- not of the good ole boy mentality.

Regards,

Lyn Piwko Bullard

Sent from my iPhone

On Apr 28, 2019, at 9:34 AM, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

For comparison here are some other salaries in South Carolina.

Spearman

South Carolina Superintendent of Education Molly Mitchell

\$92,007

Governor: Henry McMaster (R)

Salary: \$106,07

South Carolina Secretary of State Mark Hammond

\$92,007

Attorney General of South Carolina Alan Wilson

\$92,007

A penny saved is a penny earned.

~Jerry

On Sunday, April 28, 2019, 8:54:01 AM EDT, jerry at the beach
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Have you looked at the link I provided? It gives a breakdown by state and counties within the state.

~Jerry

On Sunday, April 28, 2019, 8:49:56 AM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Yes, I do think our new school board members have some reasonable thinking skills. Unfortunately people like you are willing to condemn them before you even know the results.

Still - what size school districts are you talking about and what States are they in?

If you feel that the Supt should work for less, then all the administrators in the school district who make \$100,000 plus should be required to take a pay cut for the sake of OPM.

Regards,

Lyn Piwko Bullard

Sent from my iPhone

On Apr 28, 2019, at 8:32 AM, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Here is another point of view from Rick Caporale posted in the Island Packet thread.

All the public can do is hope the Board of Education learned it lesson (actually, learned several lessons) after their experience with Jeff Moss: the length of the contract, the overly generous extensions, the absolutely mindless agreement to a termination clause that was both unnecessary and criminal in its generosity, and the complete lack of any metric or measure of achievement to justify any of that spending. Let's hope they don't do it all over again.

Amen

~Jerry

On Sunday, April 28, 2019, 8:05:59 AM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

I'm sorry you feel that \$1 per person is too much to spend for someone

who now oversees 54 schools and who you think should maybe work for 50 cents in order to pay two teacher salaries. What size of school districts are you talking about and what states are they located in?

The responsibility we are talking about is enormous.

I don't see many senior citizens here being deprived of their out to dinners and cocktails in order to pay their

very small property tax.

Best To You

Lyn Piwko Bullard

Sent from my iPhone

On Apr 28, 2019, at 7:44 AM, jerry at the beach
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

The average School Superintendent salary in the United States is \$158,841 as of March 28, 2019, but the range typically falls between \$129,747 and \$191,663.

Salary for School Superintendent | Salary.com
<https://www1.salary.com/school-superintendent-salary.html>>

Salary for School Superintendent | Salary.com
<https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fSalary.com&c=E,1,b8dkpUKwp7lXoM6jKtxmkmFmi6GHfHidOU1cMrUc6_ixe9VCP0AqHnT_LzamITFSxqyWrEwacbLnHlufk9Nb1_6FyaufIfXaz_wrE-OpTi-1BQr6&typo=1>

Find out your worth. Get a free personalized salary report to view salary ranges, and bonus and benefits informa...

A 2 minute search gleans the above information. How does
the 'new board' justify a quarter million dollar + perks and benefits packages to an untested

superintendent? The difference between the average salary and what we are apparently offering...would pay for two additional teachers.

Next step the contract negotiations, where we will learn how our 'new board' handles *OPM.

* Other Peoples Money

~Jerry

On Sunday, April 28, 2019, 7:17:13 AM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

One more thing; Prospective:

220,000

and everyone pays some kind of school tax via 1% sales tax, auto tag

new car purchase, lease etc. That amounts to One dollar paid per person towards the Supt base salary.

My Two Cents Worth is that it's a dollar well spend for new leadership